

RESOLUTION NO. 2010-25

**RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE
ESTABLISHING TERMS AND CONDITIONS OF EMPLOYMENT BETWEEN RACINE
COUNTY AND THE HUMAN SERVICES DEPARTMENT EMPLOYEE UNIT, LOCAL
LODGE #66, DISTRICT 10 INTERNATIONAL ASSOCIATION OF MACHINISTS AND
AEROSPACE WORKERS, AFL-CIO UNIT II FOR THE YEARS 2010-2011 WITH A
2011 WAGE RE-OPENER**

To the Honorable Members of the Racine County Board of Supervisors:

BE IT RESOLVED by the Racine County Board of Supervisors that the extension of the existing contract between Racine County and the Human Services Department Employee Unit, Local Lodge #66, District 10 International Association of Machinists and Aerospace Workers, AFL-CIO Unit II is authorized and approved as amended by the provisions set forth in Exhibit "A" which is attached hereto and incorporated herein for the years 2010 and 2011 with a 2011 wage re-opener. A complete copy of the contract between the parties is on file with the County Clerk.

BE IT FURTHER RESOLVED by the Racine County Board of Supervisors that any two of the County Executive, the County Clerk and/or the County Board Chairman are authorized to execute any contracts, agreements or other documents necessary to carry out the intent of this resolution.

Respectfully submitted,

1st Reading _____

**FINANCE AND HUMAN RESOURCES
COMMITTEE**

2nd Reading _____

BOARD ACTION

Robert N. Miller, Chairman

Adopted _____

For _____

Against _____

Absent _____

Mark M. Gleason, Vice-Chairman

VOTE REQUIRED: 2/3's M.E.

Thomas Pringle, Secretary

Prepared by:
Corporation Counsel

Joseph F. Bellante, Jr.

Q. A. Shakoor, II

Van H. Wanggaard

John A. Wisch

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5 **The foregoing legislation adopted by the County Board of Supervisors of
6 Racine County, Wisconsin, is hereby:**

7 **Approved: _____**

8 **Vetoed: _____**

9
10 **Date: _____,**

11
12 _____
13 **William L. McReynolds, County Executive**

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16
17 **INFORMATION ONLY**

18
19 **WHEREAS**, Racine County and the Human Services Department Unit, Local Lodge #66,
20 District 10, International Association of Machinists and Aerospace Workers, AFL-CIO Unit II
21 have been negotiating to reach an agreement for the parties; and

22
23 **WHEREAS**, the parties have reached a tentative agreement for 2010 and 2011 with a
24 wage re-opener for 2011.
25

RACINE COUNTY
And
IAM, HSD UNIT

Tentative Agreement

For a 2010-2011 Contract with 2011 wage re-opener

Article Proposal

AGREEMENT

This Agreement is made and entered into by and between Racine County (hereinafter referred to as the County), and Human Services Department Unit, Local Lodge #66, District 10, International Association of Machinists and Aerospace Workers, Unit II, AFL-CIO (hereinafter referred to as the Union), for and on behalf of themselves and the employees under the jurisdiction of the bargaining unit hereinafter described; such Agreement to commence on January 1, ~~2009~~ 2010 and shall be in effect at least through December 31, ~~2009~~ 2011 with a Schedule "A" wage reopener for 2011.

6.01 An employee shall be probationary for the first one hundred thirty five (135) calendar days of employment. For Economic Support Specialists, Financial Employment Planners, Detention Workers and Social Workers/Case Managers assigned to take children into custody, the probationary period shall be one hundred eighty (180) calendar days. Probation shall end upon completion of all mandatory training but shall not be less than one hundred thirty five (135) calendar days, or longer than one hundred eighty (180) days. For Financial Employment Planners the probationary period shall be ninety (90) days following the completion of all mandatory training.

15.05 Applications for leaves shall be made to the Human Services Director. The Director may grant leaves of absence without pay for fourteen (14) calendar days or less. On leave of absence requests of more than fourteen (14) calendar days, the Director shall note his/her approval or disapproval and refer the request in one (1) working day to the Human Resources Department. ~~Human Resources shall file its approval or disapproval with the County Clerk.~~ A copy of such determination shall be sent to the Human Services Director who shall notify the employee of the determination made.

15.07 All leaves of absence granted shall be without pay. Employees granted personal leaves of absence, other than sickness or disability, that extend beyond a period of thirty (30) days are required to pay the costs of their monthly health, dental and life insurance premiums during the period of extended leave. ~~Arrangements for payment of such premiums must be made with the County Clerk's Office.~~

Change "Dentacare" to "premium dental" wherever it appears.

23.02 Add the following paragraph:

For employees hired on, or after, January 1, 2011 the following retiree premium payment schedule will apply:

20 years & over of service 15%
15, 16, 17, 18, 19 years of service 20%

Schedule "A" Wages will be adjusted as follows:

January 1, 2010 1.5%

Step pay advances will continue for the duration of the agreement.

Add the following phrase:

Management will be allowed to hire Financial Employment Planners and Social Workers above Step 1 but not to exceed Step 5.

Add the following phrase:

The contract will be re-opened only for the purpose of negotiating a 2011 wage increase and if the parties fail to reach a voluntary agreement on 2011 wages, the issue will be subject to arbitration under Wisconsin Statute 111.70. Wages are hereby defined as the wage rates specified in Schedule A of the 2010-2011 collective bargaining agreement.

New

Memorandum of Understanding

The parties agree that for calendar year 2010 there will be no layoffs of any bargaining unit employees but the County will have the right to furlough each employee for up to three unpaid days for the 2010 calendar year.

JUNE-08-10 Fiscal Note Resolution No. 2010-25
 Changes in Annualized Wage Rates

HSD Membership Full Health Insurance -145	145.5 1/2 Health Insurance - .5	Annualized Pay Rate		Increase in Rate	
		12/31/2009	12/31/2010	Year 1 Amount	2010 %
Salaries					
General Step		6,606,194 0	6,704,797 111,696	98,602 111,696	1.49% 1.69%
Total Wages		6,606,194	6,816,493	210,298	3.18%
Fringes					
		2009	2010		
Retirement		11.90%	12.60%	72,741	9.25%
FICA		7.65%	7.65%	16,088	3.18%
Workers Comp		0.25%	0.10%	(9,699)	-58.73%
Life		.52/1000	.52/1000	1,585	4.00%
Disability		0.49%	0.49%	1,030	3.18%
Health		12,382	12,237	(21,387)	-1.17%
Total Fringes		3,206,379	3,266,738	60,359	1.88%
Total Wages & Fringes		9,812,573	10,083,231	270,657	2.76%

Note: This analysis measures annual wage rates at points in time. Because employees receive step increases on their anniversary date throughout the year, the budget impact will be less. This reflects step increase as though they were effective January 1st. Only positions that are 20 hours a week or more are entitled to Health Insurance Benefits.